

THE CITIZEN'S COMMISSION ON PUBLIC SERVICE  
AND COMPENSATION (CCPSC)  
FINAL REPORT AND RECOMMENDATION  
FEBRUARY, 2013

**RECOMMENDATION**

The Citizen's Commission on Public Service and Compensation does not recommend a salary increase for the Mayor or Council Members be placed on the November 2013 ballot. The reasons for the Commission's recommendation are set forth below.

**CONSIDERATIONS AND RATIONALE**

The fact that all Commission recommended salary increases since 1999 (2001, 2003, 2005, and 2007) failed to pass in City elections suggests that voter perception of performance plays a role in the success of recommended raises. However, the Commission does not believe that perceived performance is relevant to the determination of appropriate compensation. The Commission believes City Charter changes that strengthen the Mayor and Council should be considered to provide the structure to support future salary increases.

In the opinion of the Commission, the Mayor and Council positions require significant time and commitment. The Commission does not believe, however, that compensation for the Mayor and Council should be based solely on comparing elected officials' salaries to those of Tucson full-time employees.

The current Mayor and Council salaries are significantly below the average salary of a Tucson citizen. The salaries are comparable to those of elected officials in the Arizona municipalities the Commission reviewed. In that regard, the current level of compensation is appropriate.

In addition, the Commission concludes that expanding the candidate pool for Mayor and Council offices is an important rationale for a salary increase. Increasing the salaries is vital to attract high quality candidates. To do so, however, would require a significant increase from the current \$42,000 mayoral and \$24,000 council member salaries, a

recommendation the Commission is not willing to make at this time. The Commission does not want to further strain City budgets.

## **BACKGROUND**

This volunteer commission took office on January 15, 2013. The Commission, comprised of eligible citizens from different cultural and professional areas, met on a regular basis for several weeks. Members participated by attending the meetings and by studying information requested of and provided by City staff members.

## **INFORMATION REVIEWED**

- A. City of Tucson Mayor and Council History of Propositions related to Mayor and Council compensation dating back to June 1948.
- B. The Charter for the City of Tucson, Arizona, and specifically the chapters relating to the powers of the Mayor and Council and relating to compensating elected city officers and regarding the commission on recommending salaries for elected officers.
- C. Minutes and notes from previous Citizens' Commissions on Public Service and Compensation.
- D. Total compensation information for the Mayor and Council, including the value of their benefits package and vehicle allowance.
- E. Salary survey information on similarly sized cities in Arizona, New Mexico, and Texas, and, specifically, information on comparably sized cities with similar types of government within the Western United States.
- F. Tucson community profile and consumer price index information.
- G. Draft City of Tucson General Plan for 2013.
- H. Mayor and Council outside employment from 2007 to 2012.
- I. Imagine Greater Tucson Community Conversations and Achieving Community Values data.
- J. Arizona's Economy Quarterly Newsletter published by the University of Arizona's Eller College of Management.

- K. The Commission requested public input via a media release on January 25, 2013. Comments were accepted through the City of Tucson website until February 15, 2013.

Respectfully submitted,

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Anita Fonte, Commissioner

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Richard Gastellum, Commissioner

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Alex Rodriguez, Commissioner

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Johnnie Schappachar, Commissioner

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Sue Ellen Schuerman, Commissioner

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Mikki Niemi, Vice Chair

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Liz Walter, Chair